

DCI  
OLC #18-0638/5

BOOK CABLE

SUBJECT: DIRECTOR'S REPORT TO THE FIELD

FOLLOWING ARE DEVELOPMENTS IN JULY AND AUGUST OF  
INTEREST TO STATION PERSONNEL:  
PERSONNEL AND ADMINISTRATION

23 Aug 78

2 Cps Attch.

1. FEDERAL PERSONNEL REDUCTION

PRESIDENT CARTER HAS ORDERED A 2 PERCENT GOVERNMENT-WIDE PERSONNEL REDUCTION FOR FY 1980. IN COMPLYING WITH THE PRESIDENTIAL ORDER, THE AGENCY WILL NOT REDUCE THE NUMBER OF EMPLOYEES CURRENTLY ASSIGNED TO OVERSEAS POSTS.

2. EQUAL OPPORTUNITY EMPLOYMENT

COMMENTS AND QUESTIONS RECEIVED BY THE OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) OFTEN SHOW A SERIOUS MISUNDERSTANDING OF EQUAL EMPLOYMENT POLICY. FOR INSTANCE, CONTRARY TO WIDESPREAD BELIEF, THE EEO IS NOT ASKING THAT UNQUALIFIED WOMEN AND MINORITIES BE HIRED AND ADVANCED TO FILL QUOTAS, AND EQUAL OPPORTUNITY IS FOR EVERYONE-- NOT JUST A FEW. TO HELP CLEAR UP SUCH MISCONCEPTIONS, A SERIES OF ITEMS IN FUTURE DIRECTOR'S REPORTS WILL DESCRIBE THE AGENCY'S AFFIRMATIVE ACTION EFFORTS, EEO PLANS AND OBJECTIVES, THE DISCRIMINATION COMPLAINTS SYSTEM, THE FEDERAL WOMEN'S PROGRAM, UPWARD MOBILITY, THE ROLE OF THE EMPLOYEE IN ACHIEVING EEO OBJECTIVES, AND HOW THESE PROGRAMS HELP EACH INDIVIDUAL.

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7. COURT RULLING SUPPORTS CIA FOIA EXEMPTIONS

AFTER PRIVATELY REVIEWING SAMPLE CIA DOCUMENTS WITHHELD UNDER THE FOIA, D. C. DISTRICT COURT JUDGE JOHN SIRICA RULED THAT CIA HAD PROPERLY APPLIED EXEMPTIONS CLAIMS. JUDGE SIRICA, IN ESSENCE, STATED THAT THE COURT WOULD NOT SUBSTITUTE ITS JUDGMENT FOR THAT OF PROFESSIONAL INTELLIGENCE OFFICERS, AS LONG AS CIA COULD SHOW THAT DAMAGE WOULD RESULT SHOULD INFORMATION BE DISCLOSED. JUDGE SIRICA NOTED THAT CIA MUST HAVE A MEASURE OF SAFETY IN DECIDING WHAT INFORMATION SHOULD BE WITHHELD BECAUSE OF THE PLAUSIBLE DAMAGE TO THE NATIONAL SECURITY. THE RULING APPLIED TO ALL MATERIAL WITHHELD ON THE BASIS OF CLASSIFICATIONS; SOURCES AND METHODS; PREDECISIONAL WORKING NOTES; INFORMATION PERTAINING TO THE PRACTICES OF AN AGENCY; INFORMATION TO PROTECT A CONFIDENTIAL SOURCE IN LAW ENFORCEMENT INVESTIGATIONS; OR ANY COMBINATION OF THESE EXEMPTIONS.

8. SECRECY AGREEMENTS

WITH THE DIRECTOR'S CONCURRENCE, THE GENERAL COUNSEL IS REVIEWING THE CURRENT SECRECY AGREEMENT SIGNED BY AGENCY EMPLOYEES. THE PURPOSE IS TO FIND LANGUAGE THAT WOULD CLEARLY SPELL OUT FOR THE EMPLOYEE THE MUTUAL OBLIGATIONS INVOLVED IN THIS AGREEMENT. THE NEW WORDING WOULD ALSO BE EXPECTED TO CLEAR UP ANY AMBIGUITY THAT MIGHT EXIST IN THE PRESENT AGREEMENT.

## 9. CHARTER LEGISLATION

THE SENATE SELECT COMMITTEE ON INTELLIGENCE HAS COMPLETED ITS INITIAL ROUND OF PUBLIC TESTIMONY ON THE CHARTER LEGISLATION. DURING THE PAST FEW MONTHS, THE COMMITTEE HAS RECEIVED EXTENSIVE TESTIMONY FROM FORMER EXECUTIVE BRANCH OFFICIALS, ACADEMICIANS, AND CIVIL LIBERTARIANS. THE SENATE COMMITTEE HAS NOT YET CALLED ON CURRENT ADMINISTRATION WITNESSES AND, GIVEN THE SHORT TIME REMAINING IN THIS SESSION, IS UNLIKELY TO DO SO. THE HOUSE INTELLIGENCE COMMITTEE IS NOT LIKELY TO BEGIN HEARINGS UNTIL NEXT YEAR.

## 10. FINANCIAL DISCLOSURE LEGISLATION

IT NOW APPEARS THE HOUSE WILL SOON CONSIDER LEGISLATION THAT WOULD REQUIRE TOP GOVERNMENT OFFICIALS TO FILE DETAILED FINANCIAL DISCLOSURE STATEMENTS. WE ARE HOPEFUL THE BILL THAT GOES TO THE FLOOR WILL ALLOW INTELLIGENCE EMPLOYEES TO FILE NON-PUBLIC REPORTS, AND ADDITIONAL REPORTS AS NECESSARY, IN ORDER TO PROTECT COVER STATUS.

## 11. CIVIL SERVICE REFORM LEGISLATION

ALTHOUGH THE PRESIDENT HAS MADE THIS LEGISLATION A CENTERPIECE OF HIS DOMESTIC PROGRAM, THE COMPLEXITY OF THE LEGISLATION AND THE MANY SPECIAL INTEREST GROUPS CONCERNED WITH IT CLOUD THE CHANCES FOR FINAL ENACTMENT BEFORE THE END OF THE SESSION.

ALTHOUGH TOP ADMINISTRATION OFFICIALS CONTINUE TO ENDORSE THIS LEGISLATION, OPPOSITION BY VARIOUS MEMBERS OF THE HOUSE LED TO A DETERMINATION BY HOUSE LEADERSHIP THAT THE TIME IS NOT YET RIPE FOR FLOOR ACTION.

13. FEGLI RATE REDUCTION

THE CIVIL SERVICE COMMISSION HAS ANNOUNCED A DECREASE IN THE RATES FOR BOTH REGULAR AND OPTIONAL FEDERAL EMPLOYEES GROUP LIFE INSURANCE {FEGLI}. THE REDUCED RATES ARE EFFECTIVE THE FIRST PAY PERIOD AFTER 1 SEPTEMBER 1978. A FIELD NOTICE WITH THE DETAILS OF THE REDUCTION IS IN PROCESS AND WILL BE FORWARDED WHEN READY.

14. QUALITY OF INTELLIGENCE

IMPROVING THE QUALITY OF INTELLIGENCE PRODUCTION AND ANALYSIS IS ONE OF THE DIRECTOR'S HIGHEST PRIORITIES. HE HAS CHARGED MR. BOWIE, DIRECTOR, NATIONAL FOREIGN ASSESSMENT CENTER, WITH ACHIEVING THIS OBJECTIVE FOR THE ENTIRE INTELLIGENCE COMMUNITY. MR. BOWIE HAS ASSIGNED

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[REDACTED] FORMERLY DIRECTOR OF NPIC, AND [REDACTED]

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[REDACTED] FORMERLY CHIEF OF THE NFAC REQUIREMENTS AND EVALUATION STAFF, TO WORK ON THIS PROBLEM FULL TIME.

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[REDACTED] ARE NOW EXAMINING QUALIFICATIONS AND STANDARDS REQUIRED OF NFAC CAREER PROFESSIONALS, THE INCENTIVES AND TRAINING OFFERED THEM, AND THE METHODS OF RECRUITING NEW HIREES FOR NFAC PROFESSIONAL POSITIONS.

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THEY WILL REPORT TO THE DCI IN THE NEAR FUTURE ON THE CURRENT STATE OF NFAC'S INTELLIGENCE PRODUCTION AND ANALYSIS CAPABILITIES. THEIR REPORT IS EXPECTED TO SERVE AS A POINT OF DEPARTURE FOR BUILDING A LONG-RANGE PROGRAM TO IMPROVE THE QUALITY OF INTELLIGENCE ANALYSIS.

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16. ACADEMIC RELATIONS

UNDER [ ] THE NFAC COORDINATOR FOR ACADEMIC

RELATIONS AND EXTERNAL ANALYTICAL SUPPORT, A NUMBER OF NEW ACTIVITIES HAVE BEEN INITIATED TO IMPROVE AND EXPAND THE AGENCY'S RELATIONSHIPS WITH THE ACADEMIC AND PRIVATE RESEARCH COMMUNITIES. PROMINENT UNIVERSITY PRESIDENTS HAVE VISITED THE AGENCY FOR ONE-DAY SESSIONS WITH ADMIRAL TURNER AND ABOUT 50 LEADING SCHOLARS FROM UNIVERSITIES AROUND THE COUNTRY ARE BEING PROCESSED AS A <sup>CoRB</sup> ~~CARE~~ GROUP OF CONSULTANTS ON NFAC PRODUCTIONS. FINALLY, IT IS EXPECTED THAT SEVERAL SCHOLARS-IN-RESIDENCE WILL BE SERVING ONE OR TWO-YEAR TOURS IN NFAC AS RESEARCH SPECIALISTS.

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SUBJECT: (Optional)

Director's Report to the Field

FROM:

EXTENSION

NO.

ST

DD/Public Affairs  
1F06, Hq.

DATE

23 August 1978

STA

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1.

DDA

2.

3.

DDO

4.

5.

NFAC

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7.

OLC

BY 3

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9.

OGC

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Comptroller

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EEO

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The Director's report to the Field is submitted for final coordination. Would appreciate response by COB 28 August.

STA